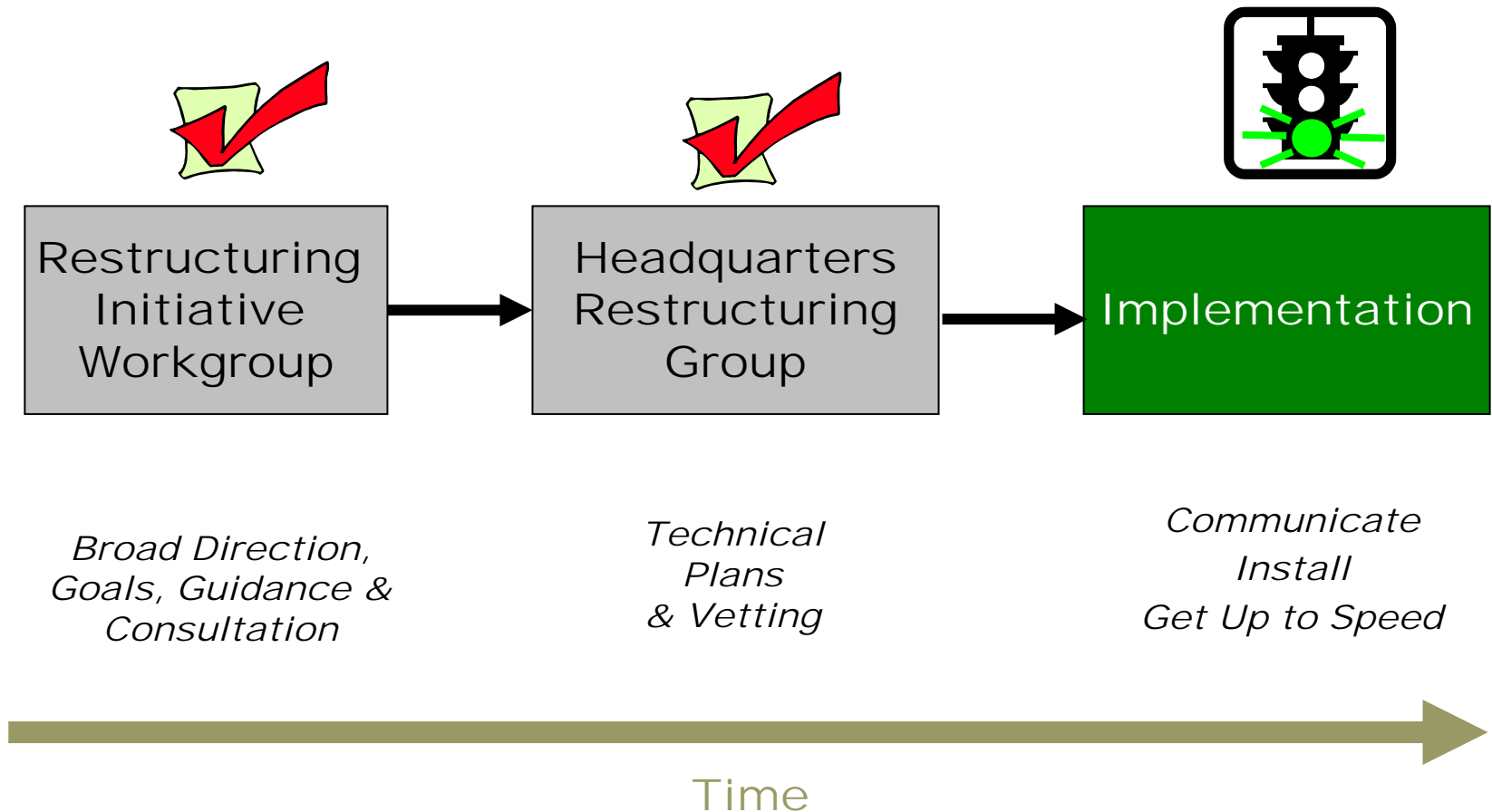


HQ Restructuring FY 2004

Outline of the Project

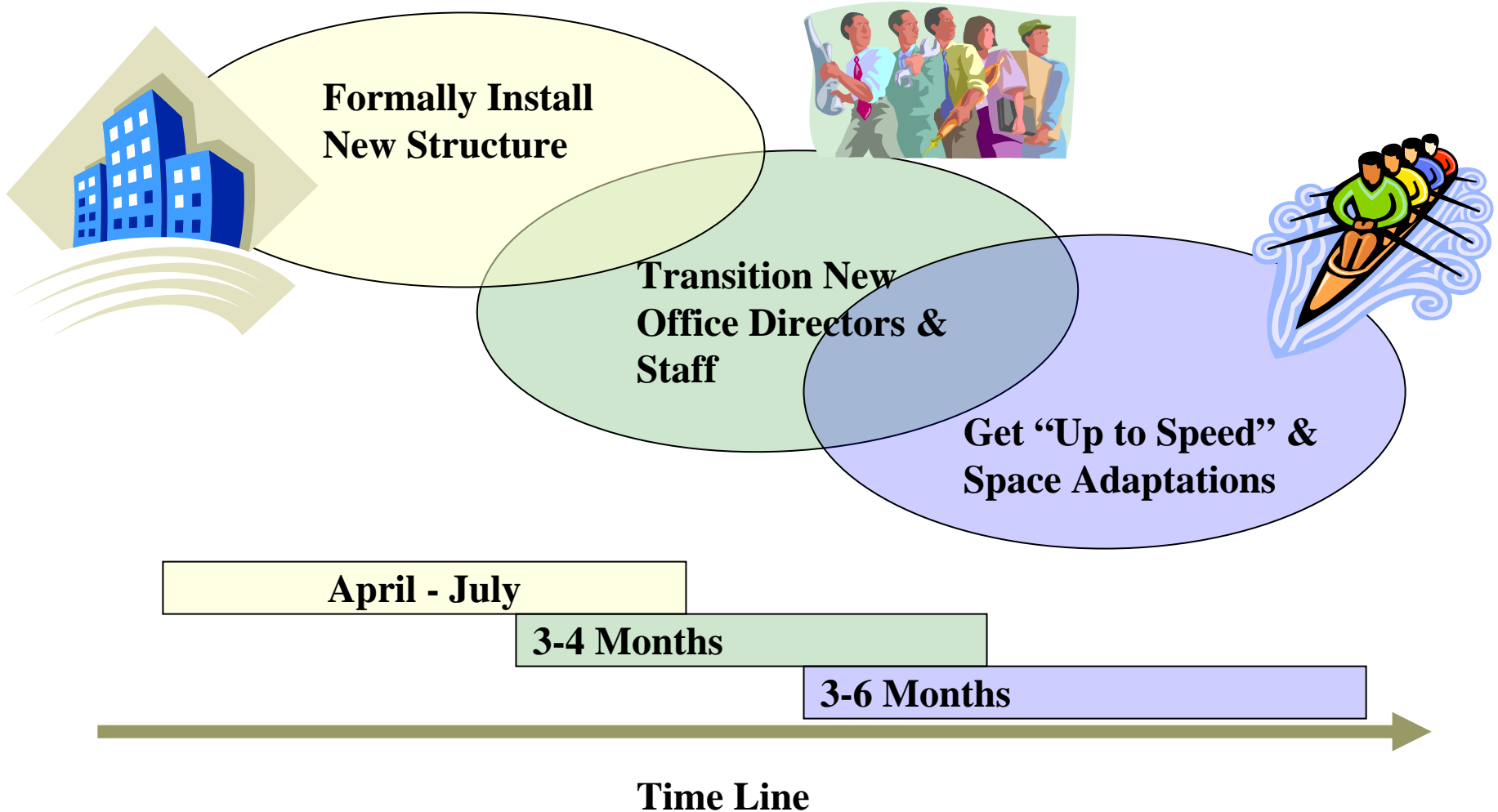
Continuing the process



Implementation Project

- Implement the HQ reorganization plan
- Expeditious timeline
- Approach
 - Coordinator - Wiggins
 - Cross-Cutting Team Approach
 - Task Work – Blend of team and line staff assignments
- Substantial Communication

3 Phase Time-Line





In-depth, Continuous **Communications**

- HQ STAFF
- HHS
- Areas / Field
- Tribes

Some Milestones

- Brief Department
- Brief Area Director
- Submit Reprogram Request
- HQ Transition Meetings
- Brief Congressional Staff
- Dear Tribal Leader Letter
- Federal Register Notice
- HRG Proposal to Union(s)
- Announce New Senior Manager Positions
- HQ Personnel "Crosswalk"
- Effective Date



**Lets shift from talking about the
implementation PROCESS**

to

WHAT IS CHANGING

Organization and Function Changes

- Flattens structure by eliminating 1 entire layer
 - Deletes OMS and disperses functions among new offices
 - Deletes OPH and disperses functions among new offices
- 10 Offices with higher visibility, more natural communications lines, and cross-cutting responsibilities
- New offices are composed of former subsidiaries of OMS & OPH with some adaptations and realignment of functions. New resource access & collaborations & security functions
- Most HQ functions (work) are retained with refinement and adaptation.

HQ Organization – 10 Offices

□ 3 Offices inside OD

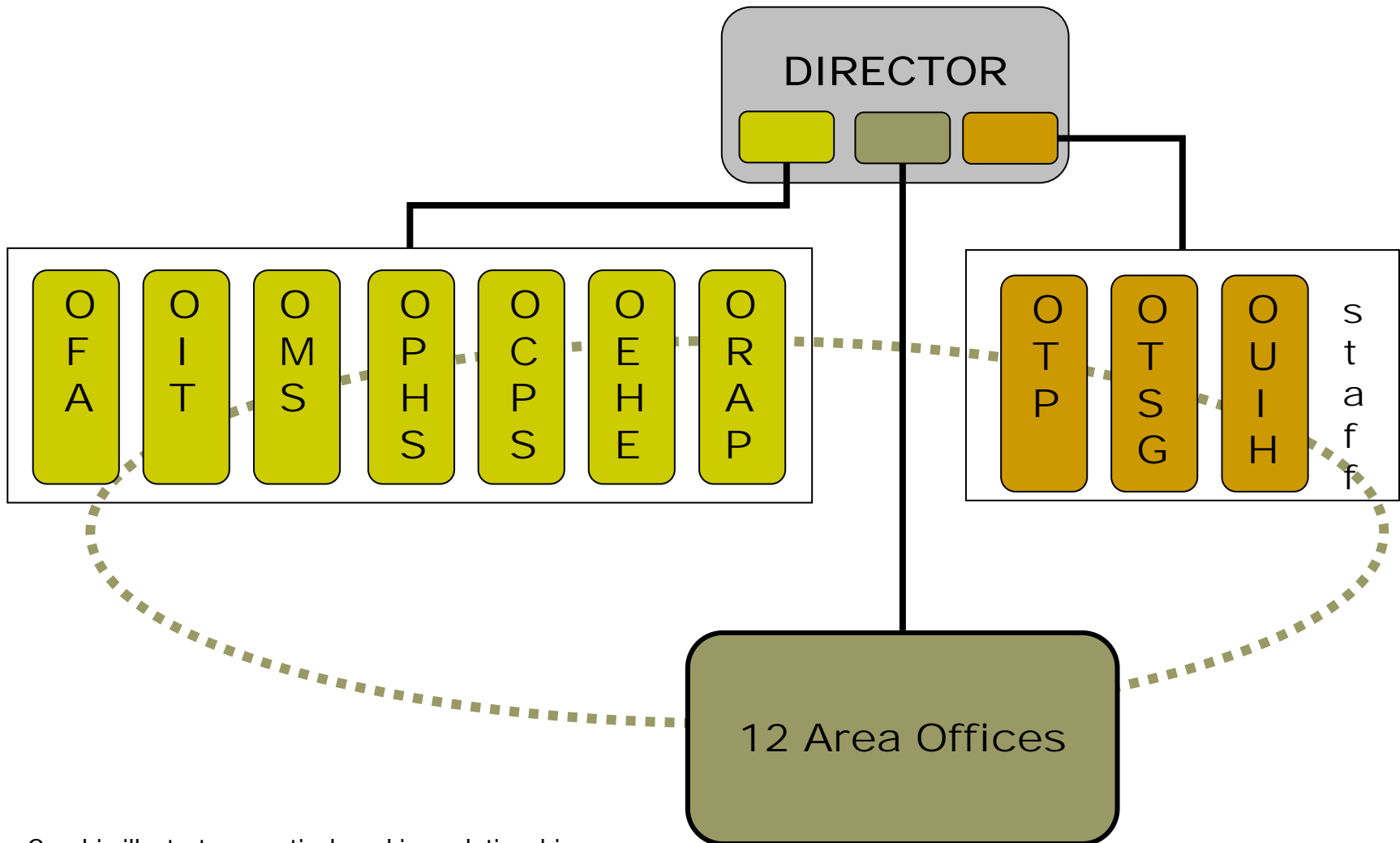
+ *Policy Formulation and Communications Staff*

- Office of Tribal Programs
- Office of Tribal Self-Governance
- Office of Urban Indian Health

□ 7 Offices outside OD

- Office of Finance and Accounting
- Office of Information Technology
- Office of Management Services
- Office of Clinical and Preventive Services
- Office of Environmental Health and Engineering
- Office of Public Health Support
- *Office of Resource Access and Partnerships*

Working Relationships



Graphic illustrates practical working relationships and is not a formal organizational chart.

Senior Management Team

□ Director

- Reports to the Secretary and leads the Agency

■ Deputy Director

- Supervises the 12 Area Directors

■ Deputy Director for *Indian Health Policy*

- Supervises 3 HQ Offices in OD and OD staff groups

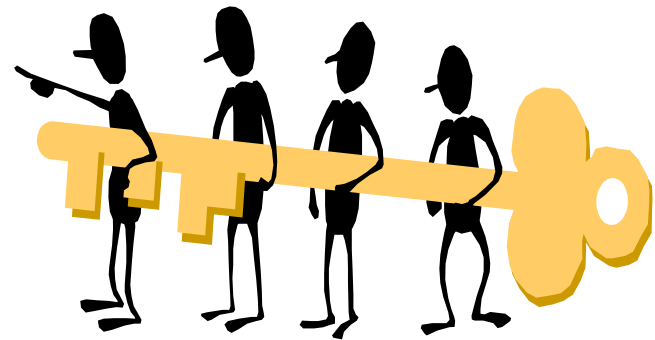
■ Deputy Director for *Management Operations*

- Supervises 7 HQ Offices outside OD

Critical Senior Roles

□ Augment critical officials

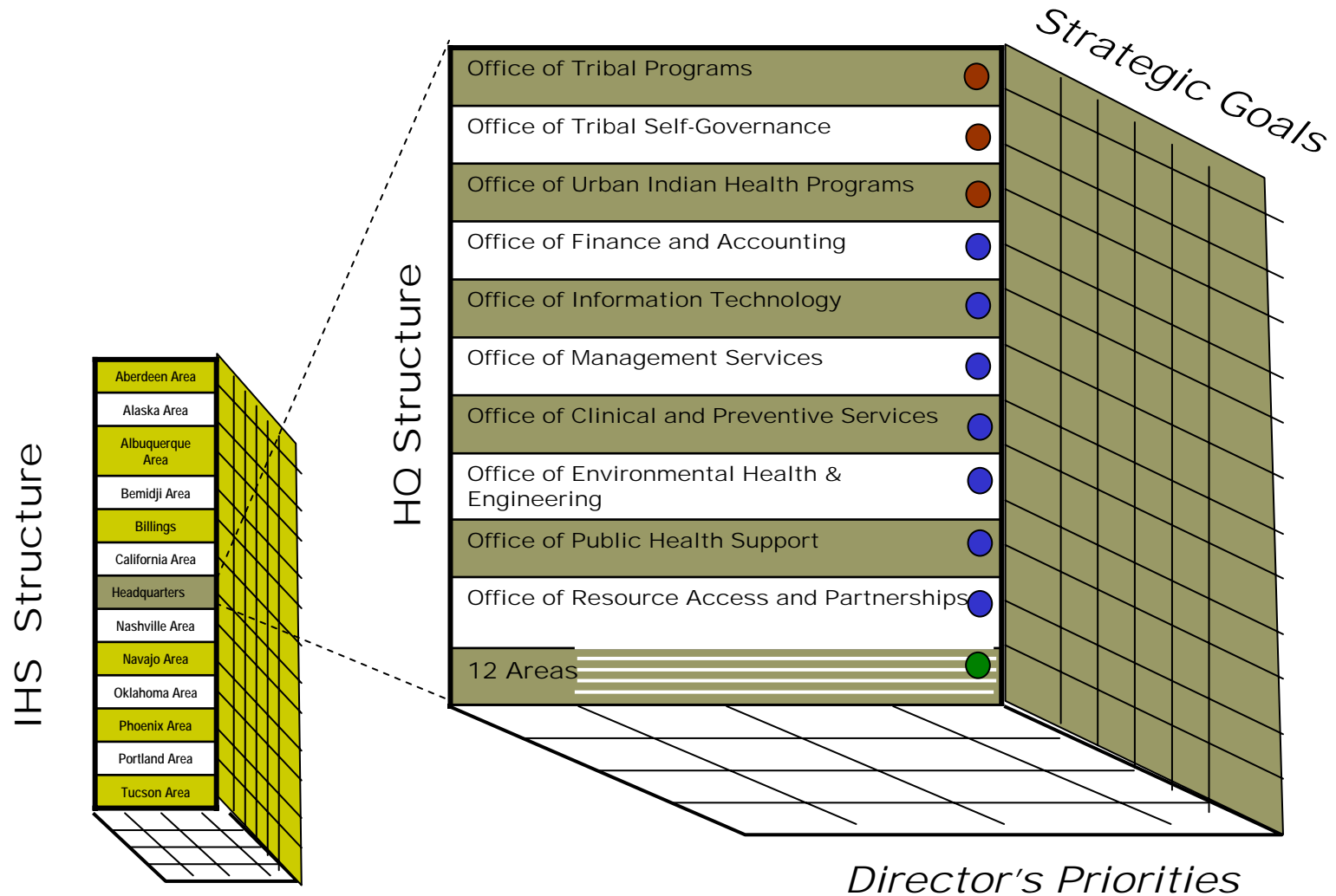
- Increase the number of HQ officials who have immediate access to the Director;
- Advocate for and support the field;
- And, officially represent the agency, especially in DHHS meetings and groups



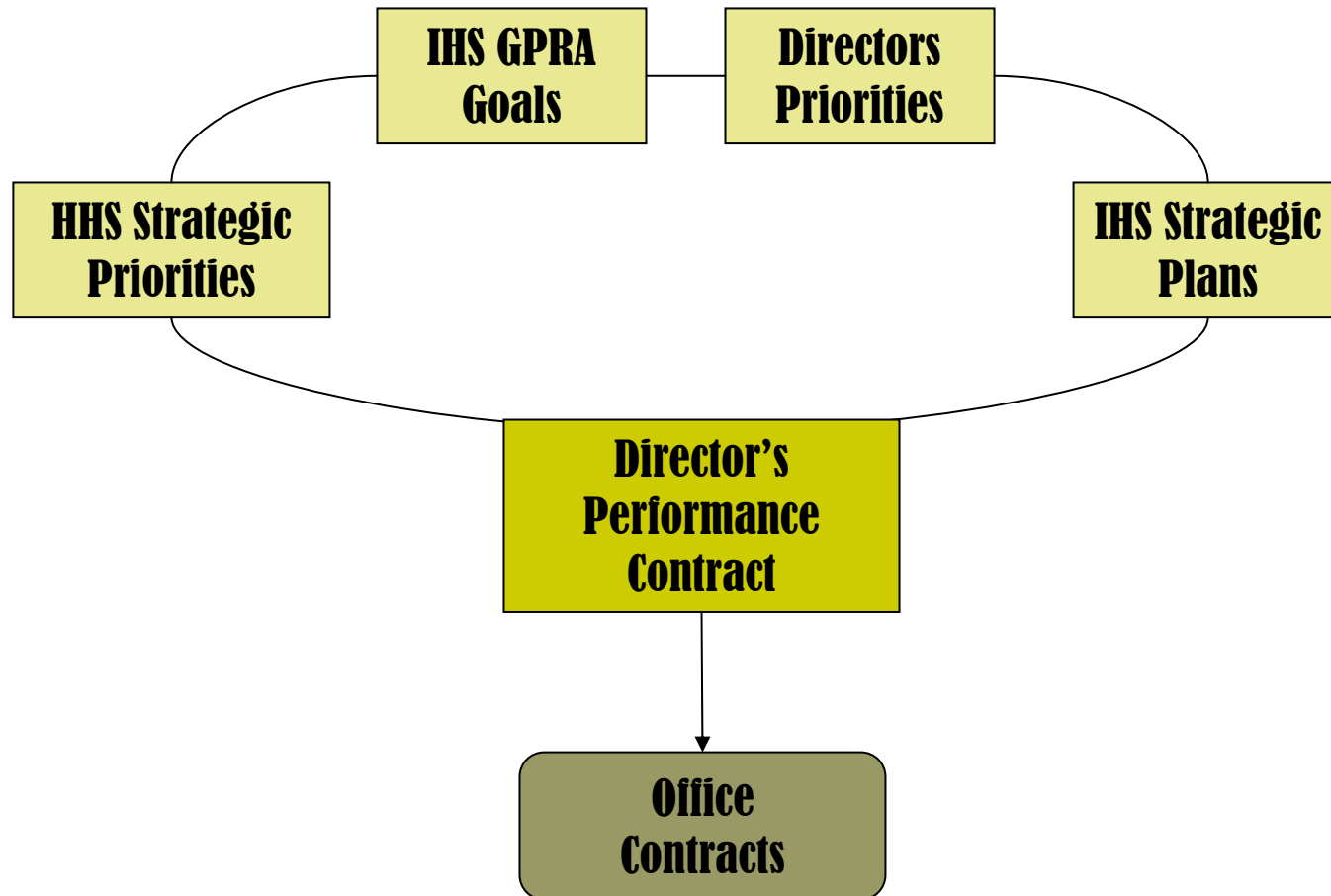
Senior Management Positions

- Proposed Organization includes 18 senior management positions
- Nine (9) senior manager positions in the Immediate Office of the Director
- Nine (9) senior manager positions in the second-echelon offices.
- Currently On-Board: 5 SES and 5 Flag Officers (excluding the Director).
- Require: 7 SES position slots and approval to move one Flag Officer
 - Reduces IHS overall ratio from 1:569 to 1:441 (Tab C)

Management Framework

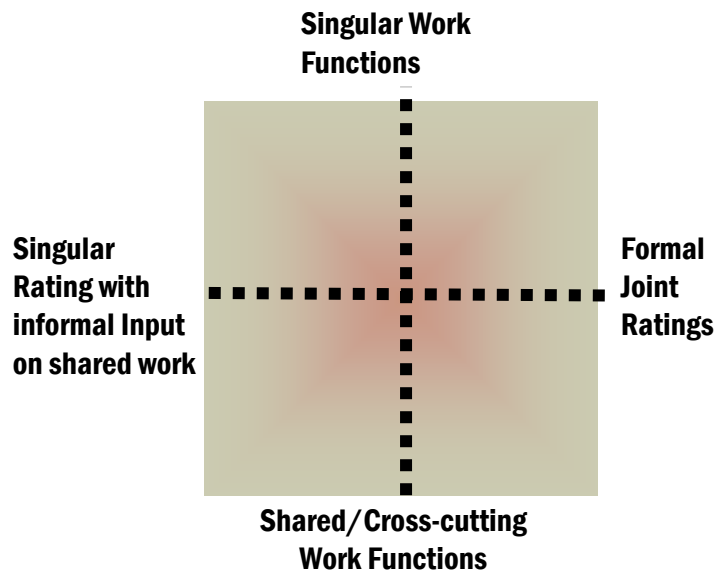


Link and cascade performance objectives and contracts



Refine Cross-Cutting Responsibilities – “MATRIX” Issues

How should **SHARED** Responsibilities be Evaluated?



- Extent of Formal vs Informal Arrangements
- SES performance criteria
- Types of cross-cutting work
 - Self-Governance/Self-Determination
 - Budget Formulation
 - Collaborations
 - Urban